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**Report: Maine Minimum Data Set**

**Maine's Nurses who Renewed their Licenses between September 1, 2006 and  
September 1, 2008**

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The Maine Minimum Data Set was developed in 2001-2002 through a collaborative effort by a number of organizations including OMNE Nursing Leaders of Maine, the Maine State Board of Nursing, ANA-Maine, the Maine State Nurses Association and the Maine Hospital Association.<sup>1</sup>

This report is the third Maine Minimum Data Set report. It follows the first two reports produced by Dr. Jane Kirschling.<sup>2</sup> The first Maine Minimum Data Set report used survey data collected from nurses renewing their licenses between September 1, 2002 and August 31, 2004 and the second report used data collected during 2004-2006. This report uses survey data collected from nurses renewing their licenses between September 1, 2006 and August 31, 2008.

This reported was funded by OMNE Nursing Leaders of Maine.

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<sup>1</sup> For a complete description of the origins of the Maine Minimum Data set, see Dr. Kirschling's report at [http://www.usm.maine.edu/conhp/visitors/pdfs/maines\\_nursing\\_workforce.pdf](http://www.usm.maine.edu/conhp/visitors/pdfs/maines_nursing_workforce.pdf).

<sup>2</sup> Reports are available at <http://www.usm.maine.edu/conhp/visitors/nursingworkforce.html>

## DATA

In September 2002 Maine's Board of Nursing (BON) began sending a copy of the Maine Minimum Data survey with all license renewal applications. Completed surveys were forwarded to Dr. Kirschling at the University of Southern Maine Nursing School for scanning and analysis. Beginning in 2005 an online survey option was introduced. Approximately 90 percent of participants took the online survey and 10% continued to complete the paper survey. While the survey is still administered through Maine's BON, in September 2006 staff at Maine's Office of Data, Research and Vital Statistics (ODRVS) took charge of the survey dataset preparation and analysis.

All Maine nurses are asked to participate in the Maine Minimum Data survey at the time of license renewal. Maine nurses are able to renew their licenses online and a link to the survey is made available to them via the BON website. After completing their online application for renewal, they are asked to take the survey. For those who choose to renew their license in-person or by mail, a paper survey is provided. The survey is voluntary and there is no follow-up of nonrespondents. The online survey data is electronically transferred to ODRVS; completed paper surveys are sent to ODRVS by the BON and ODRVS staff manually enter paper survey data into an electronic database.<sup>3</sup>

Sample: Between September 1, 2006 and August 31, 2008 10,173 nurses took the survey online and another 1,629 completed a paper survey (N=11,802). As of September 2009, the Maine Board of Nursing counted 20,899 licensed nurses. A survey participation rate of approximately 57% is not ideal and the results presented below should be used with this relatively low participation rate in mind.<sup>4</sup>

Where available, data from the previous Maine Minimum Data Set (2004-2006) produced by Dr. Jane Kirschling<sup>5</sup> and the most recent national survey of registered nurses, are provided for purposes of comparison. The national data were obtained from *The Registered Nurse Population: Findings from the 2004 National Sample Survey of Registered Nurses* (March 2007), U.S. Department of Health and Human Services, Health Services and Administration (HRSA).<sup>6</sup>

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<sup>3</sup> As per conversations with Myra Broadway, Maine Board of Nursing (BON), Dr. Jane Kirschling, Dean of the School of Nursing, University of Kentucky; Suzanne LeDoux and Marty Henson, Maine CDC's Office of Data, Research and Vital Statistics (ODRVS) on February 18, 2010.

<sup>4</sup> The Maine Minimum Data Report for 2002-2004 reports a survey participation rate of 69% and the 2004-2006 reports a survey participation rate of nearly 74%. After consulting with Dr. Kirschling, Myra Broadway, Maine BON and staff at ODRVS, the lower participation rate for the 2006-2008 period may be due to changes made during that period: (1) in 2006 responsibility for data set preparation and analysis switched from the BON and USM to staff at the ODRVS; while the survey is still made available to nurses at the time of license renewal through the BON, responsibility for data preparation and storage is now with ODRVS; to the extent that nurses are aware of this, there may be less interest in participation; and (2) beginning in 2006 ODRVS began asking respondents for their license number. The lack of anonymity may reduce willingness to take the survey (28% of those who did participate declined to provide their license number, suggesting that privacy concerns were an issue). Because of the drop in participation, the ODRVS is planning to eliminate this question from the survey (as per email from Marty Henson, May 17, 2010).

<sup>5</sup> Report is available at <http://www.usm.maine.edu/conhp/visitors/nursingworkforce.html>

<sup>6</sup> The full report is available at: <http://bhpr.hrsa.gov/healthworkforce/rnsurvey04/>

The results of the survey are provided below for the entire sample, as well as by county of employment.

### DEMOGRAPHIC INFORMATION

The Maine survey asked respondents 2 questions related to race and ethnicity. One asked "What is your race" and asked respondents to choose all that apply from the following response options: White, Black, American Indian/Alaskan Native, Native Hawaiian/Other Pacific Islander, Asian, and Other. The second question "What is your ethnicity" and asked respondents to answer either Hispanic or Non-Hispanic.

Race and ethnicity statistics are compared to nurses nationally (HRSA, 2007) and the overall Maine population.<sup>7</sup>

#### **Racial/Ethnic Group Licensed Nurses (N=11,802)**

- 11,481 (97.3%) White, not of Hispanic origin
- 48 (0.4%) Asian/Pacific Islander, not of Hispanic origin
- 38 (0.3%) Multi-Racial
- 33 (0.3%) American Indian/Alaskan Native, not of Hispanic origin
- 72 (0.6%) Hispanic (only 1 respondent checked only Hispanic and not also white, black, etc.)
- 18 (0.1%) Black/African American, not of Hispanic origin
  - 167 (1.4%) Other or declined to answer

#### *Race/Ethnicity of All Licensed Nurses Comparison: Maine 2006-2008 vs Maine 2004-2006*

<b>All Licensed Nurses</b>	<b>Nurses Maine (2006-08)</b>	<b>Nurses Maine (2004-06)</b>
White, not Hispanic	97.3%	97.4%
Asian/Pacific Islander	0.4%	0.6%
Multi-Racial	0.3%	0.3%
American Indian/Alaskan Native	0.2%	0.4%
Hispanic	0.6%	0.4%
Black/African American, not Hispanic	0.1%	0.2%
Other/Declined to answer	1.4%	0.6%

<sup>7</sup> U.S. Census Bureau, 2008 estimates available at: <http://quickfacts.census.gov/qfd/states/23000.html>

*Race/Ethnicity of Registered Nurses (RNs) Comparison: Nationally vs Maine*

<b>RNs Only</b>	<b>Nurses Maine (2006-08)</b>	<b>Overall Maine Population<sup>8</sup></b>	<b>Nurses Nationally (HRSA, 07)</b>
White, not Hispanic	97.6%	95.3%	81.8%
Asian/Pacific Islander	0.4%	0.9%	3.1%
Multi-Racial	0.3%	1.1%	1.4%
American Indian/Alaskan Native	0.2%	0.6%	0.3%
Hispanic	0.6%	1.3%	1.7%
Black/African American, not Hispanic	0.1%	1.0%	4.2%
Other/Declined to answer	1%	-	7.5%

**Gender Licensed Nurses**

- 11,002 (93.2%) Female
- 752 (6.4%) Male
- 48 (0.4%) Unknown/declined to answer

*Gender of All Licensed Nurses Comparison: Maine 2006-2008 vs Maine 2004-2006*

	<b>Nurses Maine (2006-08)</b>	<b>Nurses Maine (2004-06)</b>
Female	93.2%	93.2%
Male	6.4%	6.8%
Unknown/Declined to answer	0.4%	-

*Gender of Registered Nurses (RNs) Comparison: Nationally vs Maine*

	<b>Nationally (HRSA, 2007)</b>	<b>Maine</b>
Female	94.2%	93.1%
Male	5.8%	6.7%
Unknown/Declined to answer	-	0.1%

**Age of Respondents**

The LPNs were 55.3 years of age on average (range 25 to 81 years) and the RNs were 50.8 years of age on average (range 19 to 91 years). Among those who took the paper survey, LPNs were 58.4 years on average (range 26 to 81 years) and the RNs were 57.1 years on average (range 22 to 91 years). Among those who took the survey online, LPNs were 54.1 years of age on average (range 25 to 78 years) and the RNs were 49.1 years of age on average (range 19 to 88 years).

<sup>8</sup> U.S. Census Bureau, 2008 estimates available at: <http://quickfacts.census.gov/qfd/states/23000.html>

The distribution of ages for nurses in Maine is provided below:

<b>Maine Nurses 2006-2008</b>	All respondents (n=11,730)	LPNs working as nurse (n=963)	LPNs not working as nurse (n=307)	RNs working as nurse (n=8,202)	RNs not working as nurse (n=1,275)
Average age	53.9 years	54.7 years	60.3 years	51.5 years	60.2 years
31 yrs or less	5.2%	0.8%	0%	6.4%	1.5%
32 to 41 yrs	14.3%	7.3%	1.9%	16.4%	7.8%
42 to 51 yrs	26.7%	25.6%	14.0%	29.1%	14.0%
52 to 61 yrs	36.8%	48.9%	43.3%	36.3%	30.6%
62 to 71 yrs	14.6%	15.9%	33.2%	10.8%	35.0%
72 to 81 yrs	2.1%	1.3%	7.5%	0.9%	9.7%
82 yrs plus	0.2% (22)	- (0)	- (0)	0.04% (4)	1.4% (18)

The distribution of ages for nurses in the 2004-2006 Maine Minimum Data Set is provided below:

<b>Maine Nurses 2004-2006</b>	All respondents (n=14,760)	LPNs working as nurse (n=1,242)	LPNs not working as nurse (n=433)	RNs working as nurse (n=10,789)	RNs not working as nurse (n=1,897)
Average age	50.5 years	54.0 years		50.0 years	
31 yrs or less	5.4%	1.3%	0.2%	6.9%	1.7%
32 to 41 yrs	15.2%	9.3%	6.5%	17.7%	8.2%
42 to 51 yrs	30.3%	29.1%	19.6%	33.1%	18.8%
52 to 61 yrs	34.4%	46.2%	43.3%	33.0%	31.5%
62 to 71 yrs	12.5%	12.8%	27.0%	8.5%	30.4%
72 to 81 yrs	1.9%	1.3%	3.0%	0.6%	8.3%
82 yrs plus	0.2%	-	0.7%	-	1.1%

Nationally, the average age of licensed RNs is estimated to be 46.8 years. The average age of those who are working as nurses is 45.4 years and the average age of those not currently working as a nurse is 54.1 years (based on the most recently available 2004 HRSA data).

## Where Respondents Live

90.5% of licensed nurse respondents live in Maine (10,625) and 9.5% (1,118) live outside of Maine.

Of those who lived in Maine (10,625) their **county of residence** is:

904 (8.5%) Androscoggin	429 (4.0%) Oxford
569 (5.3%) Aroostook	1,368 (12.9%) Penobscot
2,379 (22.4%) Cumberland	120 (1.1%) Piscataquis
212 (2.0%) Franklin	292 (2.7%) Sagadahoc
436 (4.1%) Hancock	316 (3.0%) Somerset
964 (9.1%) Kennebec	306 (2.9%) Waldo
342 (3.2%) Knox	201 (1.9%) Washington
276 (2.6%) Lincoln	1,455 (13.7%) York

*County of Residence of All Licensed Nurses who live in Maine Comparison: Maine 2006-2008 vs Maine 2004-2006*

	<b>Maine 2006-2008</b>	<b>Maine 2004-2006</b>
• Androscoggin	8.5%	8.3%
• Aroostook	5.3%	5.8%
• Cumberland	22.4%	23.6%
• Franklin	2.0%	2.1%
• Hancock	4.1%	4.9%
• Kennebec	9.1%	10.1%
• Knox	3.2%	2.6%
• Lincoln	2.6%	3.2%
• Oxford	4.0%	3.8%
• Penobscot	12.9%	12.4%
• Piscataquis	1.1%	1.0%
• Sagadahoc	2.7%	2.6%
• Somerset	3.0%	2.2%
• Waldo	2.9%	3.0%
• Washington	1.9%	2.0%
• York	13.7%	12.4%

## Educational Background<sup>9</sup>

Survey respondents were asked to identify all education programs completed (including nursing programs as well as degrees received in other fields). In addition, they were asked to indicate all advanced practice programs completed.

### Educational Programs Completed

- 2,649 (22.4%) Diploma, LPN
- 4,181 (35.4%) Diploma, RN
- 3,811 (32.3%) Associate's Degree in Nursing
- 587 (5.0%) Associate's Degree in Other Field
- 4,232 (35.8%) Baccalaureate Degree in Nursing
- 1,251 (10.6%) Baccalaureate Degree in Other Field
- 1,037 (8.8%) Master's Degree in Nursing
- 493 (4.2%) Master's Degree in Other Field
- 38 (0.3%) Doctoral Degree in Nursing
- 37 (0.3%) Doctoral Degree in Other Field
- 17 (0.1%) unknown

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<sup>9</sup> There are a number of problems with the education data collected using the 2006-2008 online nurse survey. The problems are related to the design of the survey questions and/or to data preparation measures taken by ODVRS. While respondents are asked directly about holding a "diploma in practical nursing" or a "diploma in registered nursing" with answer options yes or no, when asked about higher degrees (Associates, Baccalaureate, Master's and Doctorates), respondents are asked whether they hold a degree (yes/no) and then are required to write in the field in which they received the degree (rather than asking specifically about whether the degree is in nursing). This appears to have led to some confusion (for example, many wrote in fields that are related to nursing but did not write-in nursing per se; they may hold two degrees and/or have assumed it was known they have a nursing degree since they are licensed as a nurse; many left the field blank). In addition, about 13% (n=1,306) of online survey sample show both a Diploma RN and an Associate's Degree RN. Of those about 96% indicate they received both degrees in the same year. This may be the result of some confusion on the part of survey takers or a data preparation mistake at ODVRS. To deal with this problem I counted only those who were listed as not having an Associate's degree as having an RN Diploma. Earlier versions of the survey used by Dr. Kirschling (2004-2006) and the paper version of the survey used to collect the most recently available data (2006-2008) collect education information in a more reliable way. Earlier surveys and the current paper survey specifically ask respondents whether they received the following degrees: a diploma in practical nursing, a diploma in registered nursing, an Associate degree in nursing, an Associate degree in other field, a Baccalaureate degree in nursing, a Baccalaureate degree in other field, a Master's degree in nursing, a Master's degree in other field, a Doctorate in nursing, a Doctorate in other field. In addition, the survey asks the respondent to fill in the year each degree was received. This approach produced more reliable information, reduced nonresponses and eliminated the need for ODVRS staff to make judgment calls about what nursing degrees are actually held and when they were awarded.

*Educational Programs Completed by All Licensed Nurses who live in Maine Comparison: Maine 2006-2008 vs Maine 2004-2006<sup>10</sup>*

<i>All Education Completed</i>	<b>Maine 2006-2008</b>	Maine 2004-2006
Diploma, LPN	22.4%	18.2%
Diploma, RN	35.4%	29.3%
Associate's Degree in Nursing	32.3%	31.9%
Associate's Degree in Other Field	5.0%	4.4%
Baccalaureate Degree in Nursing	35.8%	35.4%
Baccalaureate Degree in Other Field	10.6%	12.4%
Master's Degree in Nursing	8.8%	8.6%
Master's Degree in Other Field	4.2%	5.4%
Doctoral Degree in Nursing	0.3%	0.5%
Doctoral Degree in Other Field	0.3%	0.5%

*Initial Educational Level in Nursing*

- 2,638 (22.3%) Diploma, LPN
- 3,711 (31.4%) Diploma, RN
- 2,006 (17.0%) Associates Degree, RN
- 2,157 (18.3%) Baccalaureate Degree Nursing
- 55 (0.5%) Master's Degree Nursing
- 1 (0%) Doctoral Degree Nursing
- 1,234 (10.4%) Missing/unclear
  - Online survey sample: 1,164 (11.4%)
  - Paper survey sample: 71 (4.3%)

*Initial Degree of All Licensed Nurses who live in Maine Comparison: Maine 2006-2008 vs Maine 2004-2006<sup>11</sup>*

	<b>Maine 2006-2008<sup>12</sup></b> (n=10,568)	Maine 2004-2006 (n=14,804)
Diploma, LPN	25.0%	18.6%
Diploma, RN	35.1%	28.2%
Associates Degree, RN	19.0%	26.4%
Baccalaureate Degree Nursing	20.4%	25.8%
Master's Degree Nursing	0.5%	0.9%
Doctoral Degree Nursing	0.0%	0.0%

<sup>10</sup> The difference in results between the Maine 2006-2008 survey data and the Maine 2004-2006 survey data may reflect the difference in survey response rates (57% compared to 74%) or errors with education data (see footnote #9).

<sup>11</sup> Following the lead of Kirschling (2007), percentages are calculated based on sample of respondents with clear education information.

<sup>12</sup> The difference in results between the Maine 2006-2008 survey data and the Maine 2004-2006 survey data may reflect the difference in survey response rates (57% compared to 74%) or errors with education data (see footnote #9).



*Initial Education Level in Nursing for Registered Nurses (RNs) Comparison: U.S. vs Maine 2006-8 vs Maine 2004-06<sup>13</sup>*

	<b>Maine 2006-08</b>	Maine 2004-06	Nationally (HRSA, 2007)
LPN	<b>14.9%</b>	NA	NA
Diploma	<b>39.8%</b>	34.0%	25.2%
Associates	<b>21.5%</b>	35.1%	42.2%
Baccalaureate Degree	<b>23.2%</b>	NA	NA
Baccalaureate or Higher	<b>23.8%</b>	31.0%	31.0%

*Highest Educational Level in Nursing*

- 1,281 (11.1%) Diploma, LPN
- 2,710 (23.6%) Diploma, RN
- 3,138 (27.3%) Associates Degree Nursing
- 3,336 (29.0%) Baccalaureate Degree Nursing
- 1,001 (8.7%) Master's Degree Nursing
- 38 (0.3%) Doctoral Degree Nursing

*Highest Education Level in Nursing for All Licensed Nurses who live in Maine Comparison: Maine 2006-2008 vs Maine 2004-2006*

	<b>Maine 2006-2008</b>	Maine 2004-2006
LPN Diploma	11.1%	11.8%
RN Diploma	23.6%	22.6%
RN Associate's Degree	27.3%	27.2%
RN Baccalaureate Degree	29.0%	29.1%
RN Master's Degree	8.7%	8.3%
RN Doctorate	0.3%	0.9%

*Highest Education Level in Nursing for Registered Nurses (RNs) Comparison: U.S. vs Maine 2006-08 vs Maine 2004-06*

	<b>Maine 2006-08</b>	Maine 2004-06	Nationally (HRSA, 2007)
Diploma	26.4%	25.6%	17.5%
Associates	30.6%	30.9%	33.7%
Baccalaureate	33.1%	33.0%	31.7%
Master's or Doctoral Degree	9.8%	10.4%	9.2%

<sup>13</sup> Note: Percentages based on sample of respondents with education information. Differences may reflect the difference in survey response rates (57% compared to 74%) or errors with education data (see footnote #9).

Advanced Practice Educational Programs Completed

- 642 (5.4%) Nurse Practitioner (NP)
- 237 (2.0%) Clinical Nurse Specialist (CNS)
- 186 (1.6%) Certified Nurse Anesthetist (CRNA)
- 64 (0.5%) Certified Nurse Midwife

*Advanced Practice Programs Completed by All Licensed Nurses who live in Maine  
Comparison: Maine 2006-2008 vs Maine 2004-2006*

	<b>Maine 2006-2008</b>	Maine 2004-2006
Nurse Practitioner (NP)	5.4%	5.4%
Clinical Nurse Specialist (CNS)	2.0%	2.7%
Certified Nurse Anesthetist (CRNA)	1.6%	2.1%
Certified Nurse Midwife	0.5%	0.5%

Nationally, 8.3 percent of Registered Nurses are have completed an advanced educational program (“prepared to practice in at least once advanced practice role”), with the most common being Nurse Practitioner (NP), followed by Clinical Nurse Specialist (HRSA, 2007). In Maine, according to results from the 2006-2008 survey, 11.3% report having completed any advanced practice programs.

## EMPLOYMENT INFORMATION

### Current Employment Status<sup>14</sup>

Employment Status	All Licensed Nurses (n=11,613)	LPNs (n=1,255)	RNs (n=10,358)
<b>Maine 2006-2008</b>			
Employed in nursing	10,107 (87.0%)	965 (76.9%)	9,142 (88.3%)
Employed in another field	440 (3.8%)	104 (8.3%)	336 (3.2%)
Seeking nurse employment	209 (1.8%)	48 (3.8%)	161 (1.5%)
Temporarily not working/not Looking	426 (3.6%)	84 (6.7%)	342 (3.3%)
Retired or with no plans to return to work	431 (3.7%)	54 (4.3%)	377 (3.6%)

### *Employment Status Comparison: Maine 2006-2008 vs Maine 2004-2006*

Compare Maine 2004-06 and Maine 2006-08	All Licensed Nurses		LPNs		RNs	
	2006- 2008	2004- 2006	2006- 2008	2004- 2006	2006- 2008	2004- 2006
Employed in nursing	87.0%	83.5%	76.9%	74.0%	88.3%	85.0%
Employed in another field	3.8%	5.0%	8.3%	10.2%	3.2%	4.3%
Seeking nurse employment	1.8%	1.6%	3.8%	2.7%	1.5%	1.5%
Temporarily not working/not looking	3.7%	5.1%	6.7%	8.2%	3.3%	4.7%
Retired/no plans to return to work	3.7%	4.7%	4.3%	4.8%	3.6%	4.6%

Compared to the previous report (Maine Minimum Data Set 2004-2006) rates of employment in nursing among the 2006-2008 sample are a bit higher while the percentage of those not seeking work or retired with no plans to return are lower. This may be due to changed economic conditions (recession and stable demand in health care sector relative to other sectors) or differences in how employment status data was collected (see footnote 14).

<sup>14</sup> There is a discrepancy between earlier versions of the nurse survey (2004-2006) and the paper survey currently used (2006-2008) and the online version of the survey used to collect 2006-2008 data in how employment information is collected. In asking about current employment status, earlier versions of the survey and the current paper survey ask if the respondent is currently employed in nursing (yes/no) and specifies that nursing employment includes the following: staff/direct care nurse, quality assurance/infection control, discharge planner/case manager, utilization review/outcomes management/other insurance related roles, staff development, facility/nursing department administrator or supervisor, team leader/charge nurse, nurse manager, or head nurse, educator (college/university), researcher/consultant, nurse practitioner, certified nurse midwife, clinical nurse specialist, nurse anesthetist. The online version of the survey used in 2006-2008 asks only if the respondent is currently employed as a nurse (yes or no) without specifying specific types of positions. This led to confusion as some respondents assumed the question referred only to direct care/staff nurse positions. For example, a number of respondents indicated that they were not currently employed as a nurse but then indicated in Other (reason not employed as a nurse) that they were employed as a Nurse Practitioner, nurse midwife, Advanced Practice Nurse, nurse anesthetist, nurse administrator, head nurse, etc. To create consistency across data sets, these respondents were counted as currently employed in nursing. However, unless the respondent indicated in the write-in "Other" reason not employed as a nurse, there is no way of knowing for sure whether they are working in nursing.

### Plans for Working in Nursing Five Years from Now<sup>15</sup>

<b>Maine 2006-2008 (online survey)</b>	All working as a nurse (n=9,002)	LPNs working as nurse (n=742)	LPNs age 51 or younger (n=275)	LPNs 52 and older (n=466)	RNs working as nurse (n=8,260)	RNs age 51 or younger (n=4,432)	RNs 52 and older (n=3,818)
YES	7,346 (81.6%)	596 (80.3%)	230 (83.6%)	365 (78.3%)	6,750 (81.7%)	3,962 (89.4%)	2,779 (72.8%)
NO	1,656 (18.4%)	146 (19.2%)	45 (16.4%)	101 (21.7%)	1,510 (18.3%)	470 (10.6%)	1,039 (27.2%)

<b>Maine 2006-2008 (paper survey)</b>	All working as a nurse (n=1,105)	LPNs working as nurse (n=223)	LPNs age 51 or younger (n=50)	LPNs 52 and older (n=170)	RNs working as nurse (n=882)	RNs age 51 or younger (n=306)	RNs 52 and older (n=555)
YES	767 (69.4%)	156 (70.0%)	46 (92.0%)	107 (62.9%)	611 (69.3%)	276 (90.2%)	323 (58.2%)
NO	115 (10.4%)	22 (9.9%)	1 (2.0%)	21 (12.3%)	93 (10.5%)	26 (8.5%)	90 (16.2%)
UNSURE	223 (20.2%)	45 (20.2%)	3 (6.0%)	42 (24.7%)	178 (20.2%)	4 (1.3%)	142 (25.6%)

<b>Maine 2004-2006</b>	All working as a nurse (n=12,274)	LPNs working as nurse (n=1,262)	LPNs age 51 or younger (n=489)	LPNs 52 and older (n=746)	RNs working as nurse (n=10,865)	RNs age 51 or younger (n=6,192)	RNs 52 and older (n=4,523)
YES	80.0%	74.4%	85.7%	66.5%	80.7%	89.8%	68.4%
NO	6.4%	7.5%	2.2%	11.0%	6.2%	1.7%	12.3%
UNSURE	13.6%	18.1%	12.1%	22.5%	13.1%	8.5%	19.3%

### Stay Intentions by Age Comparison: Maine 2006-2008 vs Maine 2004-2006

Respondents Who said "yes" to 5 more years	All working as a nurse	LPNs working as nurse	LPNs age 51 or younger	LPNs 52 and older	RNs working as nurse	RNs age 51 or younger	RNs 52 and older
<b>Maine 2004-06</b>	80.0%	74.4%	85.7%	66.5%	80.7%	89.8%	68.4%
<b>Maine 2006-08</b>	79.2%	77.9%	84.9%	74.2%	80.5%	89.5%	70.9%

<sup>15</sup> The online version of the 2006-2008 Nurse Resource Inventory Survey offered only two possible responses to the question "Do you plan to be working as a nurse in Maine five years from now": yes or no. Both the paper version of the 2006-2008 survey and earlier versions of the survey (2004-2006) offered three response options: yes, no, and uncertain. This discrepancy in answer options across surveys undermines the reliability of comparison.

While caution must be taken when comparing results from the 2004-2006 survey data and the 2006-2008 survey data (because of the inconsistent answer options across paper and online surveys and lower overall survey participation rates in 2006-2008), there does appear to be an uptick in the percent of older nurses who answered “yes” to whether they would be working in nursing 5 years from now, especially among LPNs. This may reflect different economic conditions and decisions to delay retirement.

### **Average Hours Worked<sup>16</sup>**

Following the lead of the previous report (Maine Minimum Data Set 2004-2006) and HRSA part-time employment is defined as less than 30 hours per week and full-time employment as 30 or more hours per week.

The 2006-2008 survey results show that about 17% of employed LPNs and 19% of employed RNs work fewer than 30 hours per week in their primary job. Twenty-seven percent of working LPNs in Maine report have more than one job; 24.3% of working RNs hold more than one job.

<b>Maine 2006-2008</b>	Employed LPNs (n=942)	Employed RNs (N=8,987)
Working part-time (primary job)	19.3% (n=182)	19.5% (n=1,755)
Has more than one job	24.7% (n=233)	23.8% (n=2,142)
Working part-time (all jobs)	16.2% (n=153)	16.2% (n=1,460)

In the previous Maine Minimum Data Report (2007), Dr. Kirschling reported that 20.7% of LNP and 19.2% of RNs were working part-time. Nationally, about 30% of RNs work part-time.

<sup>16</sup> Of the 10,107 currently working as a nurse, n=224 did not answer the questions regarding hours worked (they either left this question blank, or provided an answer such as “occasionally” or wrote that their hours “varied”. The 303 respondents that indicated their preferred hours were zero were also excluded from the analysis of *preference difference*.

*Hours Comparison: Maine 2006-2008 vs Maine 2004-2006<sup>17</sup>*

	Maine 2006-2008		Maine 2004-2006	
	Mean Hours LPNs (# of respondents)	Mean Hours RNs (# of respondents)	Mean Hours LPNs (# of respondents)	Mean Hours RNs (# of respondents)
Average hours/week, hired for	33.9 (930)	33.9 (8,673)	33.6 (1,215)	33.7 (10,557)
If seeking to change hours, hours/week preferred	31.8 (556)	30.3 (5,295)	31.1 (353)	30.9 (2,845)
Average hours/typical week, actual	35.6 (937) range 0-90	36.1 (8,947) range 0-120	35.8 (1,133)	36.7 (10,131)
Average hours/week, providing direct care	26.9 (914) range 0-70	24.7 (8,824) range 0-120	26.1 (993)	26.0 (9,078)
Average hours/week, working for other healthcare employer (i.e., not primary job)	30.0 (233) range 6-80	24.8 (2,375) range 0.25- 100	25.0 (158)	22.7 (1,395)
Average hours/week, all jobs (primary and other job)	43.0 (937) range 0-120	42.6 (8,947) range 0-120	NA	NA
Care Difference = hours caring for patients minus total hours (primary job)	-8.5 (904)	-11.2 (8,754)	-9.7 (955)	-10.6 (8,813)
Preference Difference = actual hours (primary job) worked minus hours preferred	4.9 (554)	7.3 (5,237)	3.9 (339)	5.7 (2,784)
Hire Difference = actual hours (primary job) worked minus hours hired to work	1.9 (912)	2.5 (8,599)	2.4 (1,103)	3.3 (9,862)

Compared to the results reported in the previous report (Maine Minimum Data Set 2004-2006), while respondents are working about the same number of hours/week for their primary employer, LPNs who hold a second job are working on average 5 additional hours/week for other employers (i.e., not their primary job); RNs who hold a second job are working on average 2 additional hours/week. Again, this may reflect changed economic conditions and the need to bring in additional income to offset declines in employment and earnings by family members.

<sup>17</sup> Only respondents who answered both questions are included in the "difference" calculations. Care difference = hours spent caring for patients minus hours worked. Preference difference = hours worked minus hours preferred. Hire difference = hours worked minus hours hired to work.

### Primary Nursing Employment (marked one)

Maine 2006-2008	All Respondents (n=10,645)	LPNs (n=968)	RNs (n=9,107)
Hospital	54.9% (5,852)	14.7% (142)	56.4% (5,140)
Long term Care	11.9% (1,267)	42.5% (411)	9.4% (856)
Ambulatory Care	7.4% (792)	14.3% (138)	7.2% (654)
Other	6.6% (705)	9.6% (93)	6.7% (612)
Home Health	5.6% (594)	5.9% (56)	5.9% (538)
Community/Public Health	4.0% (431)	5.7% (55)	4.1% (376)
School Health	2.8% (299)	2.1% (20)	3.1% (279)
Gov't or Other Institution	2.0% (216)	3.6% (35)	2.0% (181)
Insurance Company	1.8% (192)	0.3% (2)	2.1% (190)
Nursing Education	1.8% (191)	0.3% (2)	2.1% (189)
Occupational Health	1.0% (106)	1.4% (14)	1.0% (92)

Maine 2004-2006	All Respondents (n=12,250)	LPNs (n=1,247)	RNs (n=10,857)
Hospital	51.9%	18.1%	55.8%
Long term Care	12.7%	39.9%	9.6%
Ambulatory Care	8.2%	9.1%	8.1%
Other	10.6%	20.9%	9.4%
Home Health	5.6%	5.6%	5.6%
Community/Public Health	3.3%	3.4%	3.3%
School Health	3.1%	1.4%	3.3%
Gov't or Other Institution	NA	NA	NA
Insurance Company	1.7%	0.5%	1.9%
Nursing Education	1.7%	0.2%	1.9%
Occupational Health	1.1%	0.9%	1.1%

The distribution of settings is similar to those reported in the previous report (Maine Minimum Data Set 2004-2006) with a few exceptions that are likely related to data preparation. The predominant pattern revealed in both the 2004-2006 Maine Minimum Data set and the 2006-2008 data shows the majority of RNs work in hospitals and the majority of LPNs work in long-term care settings.

In the Maine Minimum Data Set 2004-2006, Kirschling reports that 55.8% of RNs and 18.1% of LPNs work in hospital settings while 8.1% of RNs and 9.1% of LPNs work in ambulatory care settings. Nationally, about 57% of RNs work in hospital settings and 11% work in ambulatory care settings.<sup>18</sup>

<sup>18</sup> Differences between 2004-2006 and 2006-2008 survey (especially in the % who report working in ambulatory settings or who chose "other") are probably because the 2006-08 online version of the survey did not have a specific answer option for "ambulatory care" (while the 2006-2008 paper survey did as did the 2004-2006 version of the survey) forcing respondents to choose some other setting or write-in their setting. Subjective recoding of these data may have produced this difference. It should also be noted that a rather high percentage of respondents select "other" (especially in 2004-2006 survey) and then write in a setting for which there is a button and code or provide

### Role with Primary Nursing Employer (marked one)

Of the 10,107 (85.4%) respondents who were currently working, 9,923 answered the question regarding position with primary employer. Below is the distribution of positions.

#### *Role with Primary Employer Comparison: Maine 2006-2008 vs Maine 2004-2006*

All Employed Licensed Nurses	Maine 2006-2008	Maine 2004-2006
Staff/Direct Care Nurse	59.6% (5,918)	57.1% (6,971)
Other	3.8% (373)	8.6% (1,046)
Team leader/Charge Nurse	12.7% (1,262)	12.0% (1,461)
Nurse Practitioner/CRNA, CNS, Cert Nurse Midwife	6.3% (626)	7.8% (947)
Facility/Nursing dept Administrator/Supervisor	6.8% (672)	6.0% (731)
Discharge Plan/Case Manager	2.9% (289)	2.3% (279)
Utilization Review, outcomes management, other insurance related roles	2.0% (201)	1.9% (234)
Educator/Faculty	1.6% (156)	1.4% (169)
Staff Development	1.2% (123)	1.1% (130)
Quality Assurance/Infection Control	1.5% (146)	1.1% (131)
Researcher/Consultant	1.6% (157)	1.0% (118)

The distribution of roles is largely unchanged from the pattern revealed in the 2004-2006 survey data. The majority of nurses are working in direct care/staff nurse positions.

### Where Respondents Work

Of the 10,107 (85.4%) respondents who were currently working, 9,556 provided zip code of their primary employer. Of those who were currently employed 8,770 (86.8%) were employed within Maine and 806 (8.0%) were working outside of Maine. Of those working outside Maine, 440 (54.6%) are employed in one of the other New England states (165 are employed in MA, 239 in NH, 7 in RI, 6 in VT and 23 in CT).

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information other than employment setting in the write-in space (for example, many wrote in positions and roles rather than setting). This suggests that the design of the survey questions is not as clear as it could be. This is a problem because different preparers of the data will make different recoding judgments which in turn can produce inconsistent results across reports. Other differences between surveys include the inclusion of "Government institution" and "other institution" as specific setting choices (included on the 2006-2008 online survey but not the 2006-2008 paper survey or 2004-2006 survey) and the use of "long term care" as a setting option (2004-2006 survey and 2006-2008 paper survey) versus "nursing home/assisted living" setting option (2006-2008 online survey).



**County of employment in Maine** for nurses who were working at the time of the survey and their **county of residence in Maine** are provided below:

	LPNs Working as Nurse		RNs Working as Nurse	
	County Employment (n=841)	County Residence (n=849)	County Employment (n=7,708)	County Residence (n=8,088)
Androscoggin	10.6%	9.8%	9.9%	8.7%
Aroostook	10.1%	10.0%	5.2%	4.8%
Cumberland	20.6%	15.4%	30.8%	23.7%
Franklin	2.6%	3.1%	1.9%	1.7%
Hancock	4.5%	4.7%	3.5%	4.0%
Kennebec	10.9%	4.9%	11.2%	9.2%
Knox	3.2%	3.3%	3.0%	3.5%
Lincoln	1.5%	3.1%	1.7%	2.5%
Oxford	3.9%	6.5%	2.4%	3.8%
Penobscot	13.8%	12.6%	15.2%	13.6%
Piscataquis	0.6%	0.9%	1.1%	0.9%
Sagadahoc	2.1%	2.8%	0.5%	2.8%
Somerset	3.7%	3.4%	2.4%	2.5%
Waldo	0.9%	2.6%	1.5%	2.9%
Washington	3.1%	2.4%	1.6%	1.8%
York	7.3%	14.4%	8.0%	13.5%

There are not significant differences in county of employment and residence between these data for the years 2006-2008 and the previous Nurse Minimum Data Set (2004-2006).

Where nurses live and work is further broken down as follows: of those who were employed at the time of the 2006-2008 survey and provided information on both employer address and their personal address (n=9,563):

- Live and work in Maine: 88.3% (n=8,448)
- Live and work outside of Maine: 5.8% (n=555)
- Live in Maine and work outside of Maine: 4.9% (n=470)
- Live outside of Maine and work in Maine: 0.9% (n=90)

*Work and Residency Status Comparison: Maine 2006-2008 vs Maine 2004-2006*

	<b>Maine 2006-2008</b>	Maine 2004-2006
Live and work in Maine	88.3%	89.0%
Live and work outside of Maine	5.8%	8.3%
Live in Maine and work outside of Maine	4.9%	2.1%
Live outside of Maine and work in Maine	0.9%	0.6%

Compared to the 2004-2006 survey, there appears to be a decrease in the percent that live and work outside Maine and an increase in the percent that live in Maine and work outside of Maine.

### Comparison of Maine Nurses Working in Hospital versus Non-Hospital Settings

	% LPNs in Setting		% RNs in Setting	
	Hospital	Non-Hospital	Hospital	Non-Hospital
<b>Age range (years)</b>	N=143	N=818	N=5,124	N=3,938
31 or less	0.7%	0.9%	9.4%	2.6%
32-41	3.5%	7.8%	19.6%	12.2%
42-51	18.9%	27.0%	30.3%	27.7%
52-61	55.2%	47.9%	32.2%	41.7%
62-71	18.9%	15.4%	8.1%	14.3%
72-81	2.8%	0.9%	0.4%	1.4%
82 or more	-	-	0.02%	0.07%
<b>Gender</b>	N=144	N=817	N= 5,131	N=3,950
Female	93.0%	95.2%	91.5%	95.2%
Male	7.0%	4.8%	8.5%	4.8%
<b>Plans to be working in 5 years</b>	N=144	N=818	N=5,131	N=3,938
Yes <sup>19</sup>	88.3%	77.3%	82.4%	78.5%

There is no significant change in the distribution of nurses across hospital and non-hospital settings between the previous nurse survey data (2004-2006) and the 2006-2008 survey data except for aging of nurses, especially LPNs. As explained above, the data on leave/stay intentions are not directly comparable because of the change in survey question design (the 2006-2008 online survey did not offer “uncertain” as an answer option).

### Nursing Faculty in Colleges/Universities in Maine

Respondents who identified their primary employment position as nursing faculty in a college or university, who work in Maine (n=153), were 54.2 years old on average (range 31-73). Their plans in terms of working in 5 years were as follows: Yes: 79.1% (n=121).<sup>20</sup>

<sup>19</sup> Statistics are shown only for “yes” responses because of the inconsistency in answer options between the online survey (yes or no) and the paper version of the survey (yes, no, uncertain).

<sup>20</sup> Statistics are shown only for “yes” responses because of the inconsistency in answer options between the online survey (yes or no) and the paper version of the survey (yes, no, uncertain).

### Respondents Not Working in Nursing

Of all the 2006-2008 respondents (N=11,838), 13.9% (1,643) are not currently working as a nurse. Those who were not currently working as a nurse were asked to answer the following question: *Please indicate the reasons why you are not currently working in this field. Please choose all that apply.* The results are displayed below.

#### Reason Best Describes Why Currently Not Employed as an LPN or RN<sup>21</sup>

	Respondents Not Working in Nursing (N=1,643)			
	n	%	Mean age	Age range
Retired	490	29.8%	68.0	33-91
Family responsibilities	342	20.8%	51.7	19-77
Pursuit other career	278	16.9%	55.2	26-77
Health problems/disability	235	14.3%	57.8	30-90
Other	200	12.2%	55.2	26-75
Time schedules	177	10.8%	57.2	26-77
Physical demands	153	9.3%	58.3	26-82
Adverse working conditions	140	8.5%	54.5	19-71
Unable to find desired position	137	8.3%	56.2	30-78
Issues of wages or benefits	99	6.0%	53.9	33-73
Pursuit of education	65	3.9%	50.7	25-78
Unable to find refresher course	61	3.7%	57.7	19-72

**For those not currently working as a nurse and actively seeking work as an LPN or RN** (n= 209), the number of hours per week that they prefer to work was 29.3 on average (range 8-50). The 48 LPNs seeking work preferred a mean number of hours per week of 31.2 (8-50) and 161 RNs seeking work preferred a mean hours per week of 28.6 (8-50).<sup>22</sup>

<sup>21</sup> In response to the question "Please indicate the reasons why you are not currently working in this field?" online survey takers were instructed to choose *all* that apply while paper survey respondents were instructed to "Mark one reason that best describes why they are not employed as an LPN or RN." The results displayed in this table are also not directly comparable to the 2004-2006 report because the answer option on this question was changed to "choose all that apply". Among paper survey respondents (who were instructed to choose the one reason that best describes why they are not working as a nurse – the top four choices in order or frequency were: retired, health problems, family responsibilities, and other career opportunities).

<sup>22</sup> Of the 209 who indicated they were seeking nursing employment, 64 did not answer the question regarding preferred hours and 65 did not provide information on preferred work setting.

**For those not currently working as a nurse and actively seeking work as an LPN or RN, preferred Employment Setting<sup>23</sup>:**

- 37 (23.1%) Hospital
- 33 Other (20.6%) – note most listed some type of hospice care
- 15 (9.4%) Home health care
- 13 (8.1%) Ambulatory care
- 8 (5.0%) Insurance company
- 7 (4.4%) Nursing education
- 6 (3.8%) School health
- 6 (3.8%) Public/community health
- 2 (1.3%) Occupational health
- 1 (0.6%) Long term care

Below are results from the 2006-2008 Nurses Survey according to **County of Employment**. Results from county-sub-samples should be considered with caution as the overall participation rate in the 2006-2008 survey was low (57%) and some of the county- subsamples are small. This is especially problematic for the LPN county-based sub-sample analysis. In addition, 15.4% of survey respondents currently employed at the time of the survey did not provide a work zip code.<sup>24</sup>

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<sup>23</sup> Note: preferred employment setting analysis is restricted to online survey respondent answers. While it appears that the most frequent preferred setting among paper survey takers was hospital followed by public/community health center and ambulatory care, the data were determined to be unreliable due to unclear data preparation measures taken by ODVRS staff.

<sup>24</sup> Among those currently employed at the time of the survey, 1,434 (15.7%) RNs and 124 (12.8%) LNPs did not provide their work zip code.

		Androscoggin	761	Cumberland	143	Franklin	274	Hancock	864	Kennebec	231	Knox	135	Lincoln	187	Oxford	Penobscot	Piscataquis	Sagadahoc	Somerset	Waldo	Washington	York
Maximum # RNs who responded <sup>1</sup>	620																						
Role with Primary Nursing Employer																							
%Staff/Direct Care Nurse	62.3	55.7	61.3	62.2	59.5	57.1	65.8	64.4	65.8	59.3	61.0	53.8	61.0	54.1	58.1								
%Quality Assurance, Infection Control	1.8	2.7	1.3	0.7	1.1	2.8	2.6	0.7	1.1	0.9	1.2	-	1.6	1.6	1.3								
%Discharge Planner, Case Manager	2.9	1.5	2.9	2.1	3.3	3.4	2.6	2.2	3.2	2.6	2.4	-	2.1	1.6	3.1								
%Utilization Review, Outcomes Manage, Other Insurance-related roles	1.1	1.7	2.8	1.4	0.7	1.6	-	0.7	1.6	1.4	2.4	-	1.6	1.6	1.6								
%Staff Development	0.9	1.2	1.2	1.4	0.7	2.3	1.3	0.7	0.5	1.3	2.4	-	2.1	0.9	1.2								
%Facility/Dept Administrator or Supervisor	6.6	9.0	5.1	9.1	6.6	8.8	6.1	9.6	10.7	7.5	9.8	10.3	5.3	13.9	8.4								
%Team Leader, Charge Nurse, Nurse Manager, Head Nurse	11.8	16.2	9.5	14.0	12.4	13.2	10.0	13.6	10.7	11.7	13.4	25.6	16.0	16.4	11.3								
%Educator (College/University)	2.9	2.2	1.5	-	0.4	1.7	-	-	-	3.1	-	2.6	2.1	-	-								
%Researcher/Consultant	1.6	-	2.4	1.4	1.1	1.4	1.3	0.7	-	1.4	-	-	0.5	-	1.6								
%NP, CNM, CNS, NA	5.3	6.5	7.3	3.5	6.6	4.5	4.8	3.7	3.7	7.3	4.9	2.6	3.7	7.4	6.8								
%Other	2.9	3.2	4.6	4.2	7.6	3.2	4.3	3.7	2.6	3.6	2.4	5.2	3.7	2.4	6.7								
Plans to be working in nursing in 5 years																							
% yes	85.5	85.6	83.5	83.2	83.2	82.2	81.8	83.0	83.4	83.8	86.6	74.4	84.5	82.0	83.4								
Average Hours /Week																							
Hours hired	34.0	34.7	33.1	32.9	33.9	34.9	31.2	32.3	32.9	34.7	34.2	31.5	33.8	31.9	33.5								
Hours preferred	30.6	32.6	29.3	29.6	30.3	30.5	28.4	29.3	29.4	31.4	32.5	28.8	32.9	30.4	29.0								
Actual hours, typical wk (primary)	36.7	37.7	34.8	34.6	34.9	37.0	32.7	35.2	35.5	37.2	36.2	36.2	35.1	34.1	35.8								
Hours, direct patient care	25.3	26.3	23.9	23.6	25.7	24.8	22.9	24.8	24.1	25.8	27.1	27.8	23.9	24.0	24.5								
Hours, other employers, typical wk	28.0	27.1	27.5	24.2	23.9	28.5	29.9	27.8	26.5	28.9	25.0	22.7	25.8	25.5	26.0								
Care Difference	-11.3	-11.4	-10.8	-10.6	-9.1	-12.0	-9.7	-10.3	-11.1	-11.3	-9.1	-5.3	-11.2	-9.8	-11.1								
Preference Difference	7.6	6.3	7.0	6.9	7.4	7.9	5.6	6.3	7.8	7.5	6.3	10.1	5.4	5.2	8.5								
Hire Difference	3.1	3.1	2.2	2.2	2.1	2.7	2.3	2.8	2.8	2.7	2.7	2.5	2.1	1.2	2.4								

<sup>1</sup> Sum of %s may not equal 100 due to rounding and indeterminate responses.

	Androscoggin	Aroostook	Cumberland	Franklin	Hancock	Kennebec	Knox	Lincoln	Oxford	Penobscot	Piscataquis	Sagadahoc	Somerset	Waldo	Washington	York
<b>Maximum # RNs who responded<sup>2</sup></b>	759	402	2,367	143	273	864	229	135	186	1,167	82	39	187	114	122	618
<b>Demographic Information</b>																
<b>Average age (years)</b>	47.1	47.9	49.2	50.6	50.9	50.5	53.3	51.3	50.1	47.9	48.5	51.1	49.7	51.9	49.8	50.9
<b>Age Category</b>																
• % 31 or less	9.5	7.0	7.4	3.5	4.8	5.0	3.5	4.4	4.3	7.4	6.1	-	7.5	6.1	4.1	4.4
• % 32-41 years	19.8	24.4	16.8	15.4	15.2	15.3	8.3	11.9	14.5	20.6	18.3	17.9	15.5	11.4	18.9	14.4
• % 42-51 years	33.5	26.9	29.1	29.1	30.0	28.0	23.6	29.6	32.3	30.6	32.9	25.6	26.2	24.6	25.4	31.1
• % 52-61 years	30.7	32.3	34.7	34.7	36.5	38.4	46.3	38.5	36.0	32.9	32.9	43.6	40.1	41.2	39.3	35.4
• % 62-71 years	6.2	7.5	11.0	11.0	12.2	12.9	15.7	14.1	12.4	8.1	9.8	12.8	10.2	15.8	12.3	12.6
• % 72-81 years	0.4	1.5	0.9	0.9	0.4	0.5	2.6	1.5	0.5	0.5	-	-	0.5	1.0	-	2.1
• % 82 years or more	-	0.5	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Gender</b>																
• % female	93.7	91.9	93.4	98.4	93.1	92.5	93.6	97.4	97.5	91.0	92.1	94.1	95.4	96.1	97.0	94.4
• % male	6.3	8.1	6.6	1.6	6.9	7.5	6.4	12.6	2.5	9.0	7.9	5.9	4.6	3.9	3.0	5.6
<b>Highest Educational Level Nursing</b>																
• Diploma	24.3	24.9	21.9	23.8	24.5	23.0	23.8	28.1	23.0	21.5	28.0	20.5	20.9	32.2	35.2	27.4
• Associates	36.0	35.3	24.7	46.5	27.4	46.5	42.4	38.7	42.0	22.0	35.4	30.8	44.9	31.3	31.0	30.2
• Baccalaureate	29.2	28.6	39.0	18.2	38.7	20.8	19.5	28.1	25.1	43.5	32.9	43.6	22.5	25.2	25.4	29.2
• Master's	6.8	8.0	10.8	7.0	6.9	6.4	9.1	4.4	5.9	9.6	1.2	2.6	7.0	9.6	7.4	9.5
• Doctorate (nursing, other)	0.3	-	0.5	-	-	0.4	-	0.9	0.6	1.5	-	-	-	-	-	0.2
<b>Nursing Employment Characteristics</b>																
<b>Nursing Employment Setting</b>																
• % Hospital	57.2	60.9	55.6	56.6	60.0	54.9	53.7	54.8	54.5	67.0	72.0	10.3	57.8	64.3	45.1	51.6
• % Ambulatory Care	7.8	6.7	11.5	9.1	10.9	7.3	10.4	5.2	6.4	8.4	6.1	12.8	6.4	9.6	12.3	11.9
• % Public/Community Health	1.4	2.2	2.1	2.1	1.5	2.0	0.9	0.7	1.1	1.8	2.4	5.1	1.1	2.6	4.1	1.9
• % Occupational Health	1.2	1.0	0.8	1.4	1.5	0.9	0.4	1.5	1.1	0.2	1.2	7.7	1.1	0.9	1.6	1.3
• % Insurance Company	0.4	-	4.0	-	-	0.1	-	-	-	0.3	-	-	-	-	-	-
• % Long Term Care	10.9	11.7	8.1	16.8	10.9	14.7	16.0	14.8	19.8	8.4	8.5	28.2	10.2	7.8	24.6	11.9
• % Home Health Care	9.2	7.5	4.5	4.9	4.4	8.8	9.5	8.9	3.7	2.4	6.1	2.6	15.5	2.6	4.9	10.0
• % Nursing Education	2.5	2.0	1.8	2.1	0.7	2.3	0.4	-	2.7	3.2	-	5.1	2.1	1.7	1.6	0.8
• % School Health	2.8	3.2	1.9	4.9	4.7	1.9	3.0	7.4	9.1	2.1	2.4	23.1	1.1	3.5	-	6.3
• % Other	6.7	4.2	8.5	2.1	4.4	7.2	5.6	5.9	1.6	6.1	-	5.1	4.3	7.0	5.7	4.0

<sup>2</sup> Sum of %s may not equal 100 due to rounding and indeterminate responses. Employment setting private practice was included under "ambulatory care". Setting community clinic was included under public/community health.

	Androscoggin	Aroostook	Cumberland	Franklin	Hancock	Kennebec	Knox	Lincoln	Oxford	Penobscot	Piscataquis	Sagadahoc	Somerset	Waldo	Washington	York
<b>Maximum # LPNs who responded<sup>3</sup></b>	89	85	173	22	38	92	27	13	33	116	5	18	35	8	26	61
<b>Role with Primary Nursing Employer</b>																
%Staff/Direct Care Nurse	62.9 (56)	64.7 (55)	59.0 (102)	59.1 (13)	52.6 (20)	70.7 (65)	51.9 (14)	61.5 (8)	39.4 (13)	58.6 (68)	20.0 (1)	35.9 (7)	60.0 (21)	25.0 (2)	46.2 (12)	65.6 (40)
%Quality Assurance, Infection Control	-	1.2 (1)	-	-	-	-	-	-	-	0.9 (1)	-	-	-	-	3.8 (1)	1.6 (1)
%Discharge Planner, Case Manager	2.9 (2)	1.2 (1)	2.3 (4)	-	-	2.2 (2)	3.7 (1)	-	3.0 (1)	-	-	-	-	-	-	-
%Utilization Review, Outcomes Manage, Other Insurance-related roles	-	-	-	4.5 (1)	-	1.1 (1)	-	-	-	1.7 (2)	-	-	-	12.5 (1)	-	1.6 (1)
%Staff Development	-	-	0.6 (1)	-	-	1.1 (1)	3.7 (1)	-	-	0.9 (1)	-	-	-	-	-	-
%Facility/Dept Administrator or Supervisor	1.1 (1)	2.4 (2)	6.5 (7)	9.1 (2)	5.3 (2)	3.3 (3)	3.7 (1)	7.7 (1)	-	3.4 (4)	-	-	5.7 (2)	12.5 (1)	3.8 (1)	4.9 (3)
%Team Leader, Charge Nurse, Nurse Manager, Head Nurse	20.2 (18)	22.4 (19)	23.1 (40)	18.2 (4)	36.8 (14)	15.2 (14)	33.3 (9)	15.4 (2)	48.5 (16)	25.9 (30)	80.0 (4)	44.4 (8)	28.6 (10)	50.0 (4)	30.8 (8)	18.0 (11)
%Other	13.5	8.2	11.0	9.0	5.3	4.4	3.7	15.4	9.1	7.8	-	16.6	2.9	-	15.0	8.1
<b>Plans to be working in nursing in 5 years</b>																
%yes	80.9 (72)	83.5 (71)	76.9 (133)	90.9 (20)	81.6 (31)	73.9 (68)	81.5 (22)	61.5 (8)	81.8 (27)	85.3 (99)	60.0 (3)	94.4 (17)	82.9 (29)	87.5 (7)	73.1 (19)	65.6 (40)
<b>Average Hours /Week</b>																
Hours hired	34.1	36.2	34.1	32.3	34.9	34.3	33.8	30.1	34.1	34.4	34.4	30.8	33.2	34.0	34.3	32.9
Hours preferred	30.7	32.1	30.7	29.0	31.9	33.3	33.3	31.0	32.3	33.1	-	29.8	30.1	35.2	31.7	33.2
Actual hours, typical wk (primary)	35.3	36.8	35.8	32.3	35.9	34.4	40.0	32.0	35.7	36.1	34.0	32.9	34.8	32.3	34.5	34.9
Hours, direct patient care	28.4	29.4	26.1	22.8	26.0	28.0	25.3	23.3	26.1	27.5	25.0	25.5	27.5	22.5	24.7	26.2
Hours, other employers, typical wk	10.5	12.6	13.1	11.6	11.3	7.5	11.6	8.0	11.0	13.4	3.3	14.9	9.4	6.0	21.5	13.5
Care Difference	-7.3	-7.2	-8.9	-9.4	-9.8	-6.6	-13.6	-9.2	-8.4	-8.3	-9.0	-7.3	-6.9	-9.7	-7.7	-8.7
Preference Difference	5.1	6.3	5.4	2.2	5.0	4.0	7.7	1.25	5.5	4.6	-	4.2	2.9	-2.4	2.9	4.1
Hire Difference	1.5	0.9	1.5	-0.1	1.1	0.7	5.7	2.4	1.5	2.1	1.0	2.0	1.8	0	1.4	1.8

<sup>3</sup> Because most of the county-level samples for LPNs are small, the actual number of respondents is also provided (in parentheses). However, because the survey participation rate is only 57% of all licensed nurses in Maine, these figures obviously will not accurately reflect actual county-level counts. Sum of %s may not equal 100 due to rounding.

	Androscoggin	Aroostook	Cumberland	Franklin	Hancock	Kennebec	Knox	Lincoln	Oxford	Penobscot	Piscataquis	Sagadahoc	Somerset	Waldo	Washington	York
<b>Maximum # LPNs who responded<sup>4</sup></b>	89	85	173	22	38	92	27	13	33	116	5	18	35	8	26	61
<b>Demographic Information</b>																
Average age (years)	52.6 (27)	53.4 (23)	53.3 (35)	53.9 (5)	54.9 (12)	53.9 (28)	55.4 (4)	55.4 (2)	53.1 (4)	53.5 (32)	58.6 (1)	56.6 (5)	54.4 (9)	57.0 (2)	54.0 (6)	54.3 (15)
• % 31 or less	3.4 (3)	-	0.6 (1)	-	2.6 (1)	-	-	-	-	0.9 (1)	-	-	-	-	-	-
• % 32-41 years	4.5 (4)	8.2 (7)	10.4 (18)	13.6 (3)	-	6.5 (6)	7.4 (2)	7.7 (1)	15.2 (5)	4.3 (5)	-	-	2.9 (1)	-	7.7 (2)	8.2 (5)
• % 42-51 years	30.3 (27)	27.1 (23)	20.2 (35)	22.7 (5)	31.6 (12)	30.4 (28)	14.8 (4)	15.4 (2)	21.2 (4)	27.6 (32)	20.0 (1)	27.8 (5)	25.7 (9)	25.0 (2)	23.1 (6)	24.6 (15)
• % 52-61 years	50.6 (45)	48.2 (41)	50.9 (88)	50.0 (11)	44.7 (17)	44.6 (41)	48.1 (13)	38.5 (5)	45.5 (15)	57.8 (67)	40.0 (2)	55.6 (10)	51.4 (18)	62.5 (5)	46.2 (12)	47.5 (29)
• % 62-71 years	10.1 (9)	15.3 (13)	17.9 (31)	13.6 (3)	18.4 (7)	15.7 (16)	29.6 (8)	38.5 (5)	15.2 (5)	9.5 (11)	40.0 (2)	11.1 (2)	14.3 (5)	12.5 (1)	15.4 (4)	18.0 (11)
• % 72-81 years	1.1 (1)	1.2 (1)	-	-	2.6 (1)	1.1 (1)	-	-	3.0 (1)	-	-	5.6 (1)	5.7 (2)	-	3.8 (1)	1.6 (1)
• % 82 years or more	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Gender	94.6	98.6	98.6	94.7	100.0	92.3	100.0	100.0	87.0	91.8	100.0	85.7	96.0	100.0	95.0	97.8
• % female	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Nursing Employment Setting</b>																
• % Hospital	7.9 (7)	29.4 (25)	15.0 (26)	4.5 (1)	18.4 (7)	17.4 (16)	14.8 (4)	23.1 (3)	-	19.0 (22)	-	-	2.9 (1)	-	30.8 (8)	11.5 (7)
• % Ambulatory Care	29.2 (26)	30.6 (26)	19.1 (33)	31.8 (7)	15.8 (6)	12.0 (11)	3.7 (1)	15.4 (2)	18.2 (6)	8.6 (10)	-	11.1 (1)	5.7 (2)	12.5 (1)	23.1 (6)	18.0 (11)
• % Public/Community Health	1.1 (1)	2.4 (2)	2.9 (5)	4.5 (1)	2.6 (1)	4.3 (4)	-	-	-	2.6 (3)	-	5.6 (1)	-	12.5 (1)	-	-
• % Occupational Health	1.1 (1)	-	-	4.5 (1)	-	-	3.7 (1)	-	3.0 (1)	1.7 (2)	-	5.6 (1)	2.9 (1)	-	-	3.3 (2)
• % Insurance Company	-	-	0.6 (1)	-	-	-	-	-	-	-	-	-	-	-	-	1.6 (1)
• % Long Term Care	39.3 (35)	28.2 (24)	39.3 (68)	31.8 (7)	50.0 (19)	42.4 (39)	70.4 (19)	38.5 (5)	69.7 (23)	46.6 (54)	100 (5)	66.7 (12)	45.7 (16)	75.0 (6)	38.5 (10)	49.2 (30)
• % Home Health Care	2.2 (2)	2.4 (2)	6.9 (12)	4.5 (1)	2.6 (1)	2.2 (2)	-	15.4 (2)	-	4.3 (5)	-	-	37.1 (13)	-	-	8.2 (3)
• % Nursing Education	-	-	-	-	-	-	-	-	-	0.9 (1)	-	-	-	-	-	1.6 (1)
• % School Health	6.7 (6)	1.2 (1)	1.7 (3)	4.5 (1)	-	1.1 (1)	-	-	3.0 (1)	0.9 (1)	-	11.1 (2)	-	-	-	1.6 (1)
• % Other	11.2 (10)	5.9 (5)	14.5 (25)	31.8 (7)	10.5 (4)	20.7 (19)	7.4 (2)	7.7 (1)	6.1 (2)	15.5 (18)	-	-	5.7 (2)	-	7.7 (2)	4.9 (3)

<sup>4</sup> Because most of the county-level samples for LPNs are small, the actual number of respondents is also provided (in parentheses). Sum of %s may not equal 100 due to rounding and indeterminate responses. Employment setting private practice was included under "ambulatory care". Setting community clinic was included under public/community health.